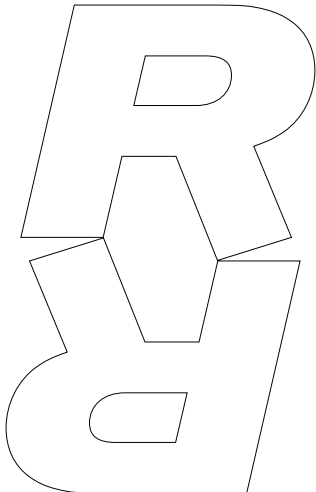
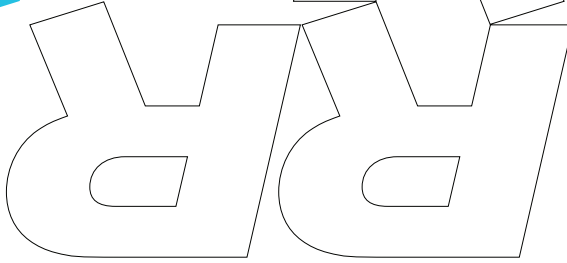
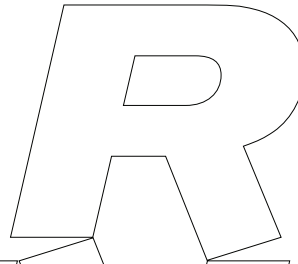


Rotman School of Management  
UNIVERSITY OF TORONTO



# Employment & Salary Report 2017-2018

Full-Time MBA Employment and Internship Statistics

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# Director's Message



**Zania Mauricette**  
Director, Careers, Full-Time MBA  
Rotman School of Management

I am pleased to share with you the Employment and Salary Report for the Rotman Full-Time MBA classes of 2017 and 2018.

The 2017 class has achieved an **85% employment rate** within 3 months of graduation, an increase of 5% from the previous year. We now have the highest placement rate of any Canadian business school ranked by *Financial Times*.

Growth occurred in a number of areas indicating greater diversity in the roles graduates are seeking.

We saw a significant increase in Rotation and Leadership Development Programs - evidence of our students' ability to compete effectively for sought-after opportunities on a national and global scale. In addition, placement in internal strategy roles in Telecom, Real Estate, Retail and the Public Sector increased, and there is growing interest in start-up ventures, healthcare, government and transportation/logistics.

Our **Flexible Internship Program** has gained traction from employers and prospective students as an important differentiator. The **Class of 2018** had access to double the volume of historical internships with our year-round talent model, and applications to the Rotman Full-Time MBA program are **up 40%** year over year.

In addition to internships, over 100 students participated in a variety of experiential learning opportunities including study tours and global and local consulting projects. These experiences position our students to contribute deeply to communities and businesses, putting their experiences, skills and MBA learnings into action.

There will be significant curriculum changes starting with the **Class of 2020**, including the introduction of electives to the 1st year of the program. This will allow students to focus early on and select courses closely aligned with their career goals. We anticipate that this will result in a richer internship experience for both students and employers.

In the following pages, you can learn more about our full-time and internship placement results and also read some of the incredible career stories from the talented and diverse graduates in the **Class of 2017**.

Whether you are a prospective student, or a future employer, I hope you will partner with us and explore the opportunities at Rotman. We are excited about our ongoing commitment to bring together top employers and experienced MBA talent on a local, national and global scale.

# Full-Time Employment

## Class of 2017 Profile

### FULL-TIME EMPLOYMENT SALARIES

Mean Total Salary (inclusive of base, bonus, and other compensation)	\$120,874
Mean Base Salary	\$92,734
Median Base Salary	\$85,000
Salary data based on information from 78% of employed students.	

Mean Signing Bonus	\$17,146
Median Signing Bonus	\$15,000
Signing Bonus Range	\$4,000 - \$40,000
31.4% of employed students who reported salary information received signing bonuses.	

### FULL-TIME EMPLOYMENT SALARIES BY INDUSTRY

Industry	% of Total Employed	Mean	Median	Range
Financial Services	37%	\$87,188	\$85,000	\$60,000 - \$200,000
Consulting	20%	\$107,158	\$90,000	\$45,500 - \$175,000
Tech	9%	\$103,036	\$95,000	\$60,000 - \$180,000
Consumer Goods & Retail	9%	\$85,104	\$80,000	\$63,000 - \$158,000
Other	8%	\$80,515	\$72,000	\$50,000 - \$147,000
Healthcare	5%	\$79,532	\$80,000	\$49,950 - \$114,000
Law / Legal Services	5%	\$156,125	\$154,000	\$86,500 - \$230,000
Government	1%	\$80,000	\$80,000	\$80,000 - \$80,000
Entrepreneurship / Start-up	1%	\$77,500	\$77,500	\$75,000 - \$80,000
Real Estate	1%	\$91,667	\$85,000	\$70,000 - \$120,000
Energy	1%	\$93,500	\$87,500	\$85,000 - \$108,000
Not-for-profit & Social Enterprise	1%	\$90,000	\$90,000	\$90,000 - \$90,000
Manufacturing	1%	\$40,000	\$40,000	\$40,000 - \$40,000

### FULL-TIME EMPLOYMENT SALARIES BY FUNCTION

Industry	% of Total Employed	Mean	Median	Range
Finance	22.1%	\$88,142	\$85,000	\$40,000 - \$153,000
Strategy	29.7%	\$101,670	\$90,000	\$45,500 - \$200,000
Marketing	12.0%	\$80,767	\$80,000	\$50,000 - \$114,500
Rotational Program	13.4%	\$89,853	\$83,500	\$55,000 - \$160,000
Other	9.4%	\$81,625	\$78,000	\$60,000 - \$120,000
Lawyer / Legal Professional	5.1%	\$156,125	\$154,000	\$86,500 - \$230,000
General Management	3.3%	\$102,538	\$90,000	\$65,000 - \$180,000
Operations	2.9%	\$88,136	\$75,000	\$49,950 - \$158,000
Business Design	1.8%	\$78,400	\$80,000	\$65,000 - \$92,000
Technology	0.4%	\$90,000	\$90,000	\$90,000 - \$90,000

### FULL-TIME EMPLOYMENT RATES

91% of Full-Time MBA students seeking employment were employed within six months of graduation.

85% of Full-Time MBA students seeking employment were employed within three months of graduation.

351 TOTAL STUDENTS

INTERNATIONAL STUDENTS 53%

DOMESTIC STUDENTS 47%

32% 112 WOMEN

68% 239 MEN

24 JD/MBA

8 MGA/MBA

6 Skoll BASc/MBA

AVERAGE AGE

27

Range 22 - 40

AVERAGE YEARS WORK EXPERIENCE

4.1

Range 0 - 17

AVERAGE GMAT

663

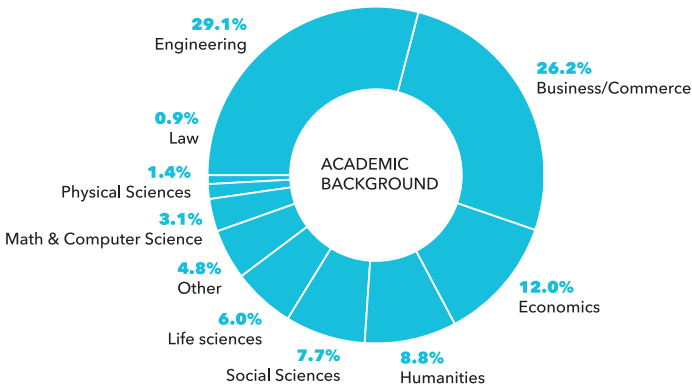
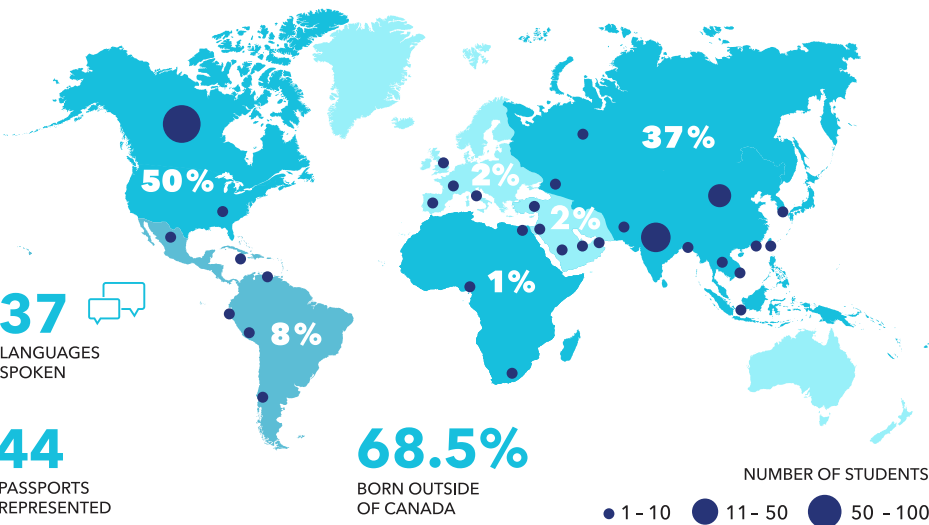
AVERAGE UNDERGRAD GPA

3.4

Range 2.2 - 4.0

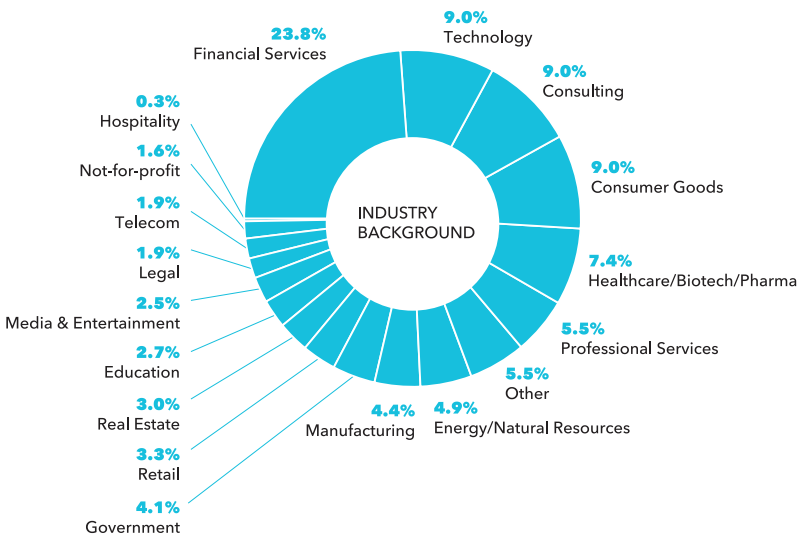
33 NATIONALITIES\* REPRESENTED

\*Based on citizenship



2 REACHING OUT MBA (ROMBA) FELLOWS

13 FORTÉ FELLOWS



Statistics are based on 97% of the FullTime MBA Class of 2017 as of three months after graduation. 93% of students reported seeking full-time employment within three months of graduation.

# Internships

## Class of 2018 Profile

### INTERNSHIP SALARIES

Mean Total Monthly Salary (inclusive of base, bonus, and other compensation)	\$5,253
Mean Monthly Salary	\$5,067
Median Monthly Salary	\$4,800

Salary data based on information from 84% of employed students.

### INTERNSHIP EMPLOYMENT RATES

90% of Full-Time MBA students seeking employment were employed for an internship.

### INTERNSHIPS AND MONTHLY SALARIES BY INDUSTRY

Industry	% of Total Employed	Mean	Median	Range
Financial	38%	\$5,623	\$5,300	\$500 - \$12,000
Consulting	16%	\$6,332	\$5,800	\$1,750 - \$14,500
Other	9%	\$3,650	\$3,700	\$999 - \$10,000
Consumer Goods & Retail	8%	\$4,759	\$3,675	\$1,000 - \$25,000
Tech and Telecom	7%	\$4,848	\$5,000	\$758 - \$10,472
Healthcare	6%	\$3,575	\$3,400	\$2,000 - \$4,800
Real Estate	4%	\$4,071	\$4,000	\$3,000 - \$5,000
Entrepreneurship / Start-up	4%	\$3,087	\$3,200	\$200 - \$4,500
Not-for-profits & Social Enterprises	3%	\$2,317	\$2,036	\$2,000 - \$3,600
Energy Utilities and Gas	2%	\$4,205	\$4,134	\$3,300 - \$5,250
Manufacturing	1%	\$3,608	\$3,890	\$1,650 - \$5,000
Government	1%	\$3,552	\$3,346	\$2,476 - \$5,040
Law / Legal Services	1%	\$18,000	\$18,000	\$18,000 - \$18,000

### INTERNSHIPS AND MONTHLY SALARIES BY FUNCTION

Industry	% of Total Employed	Mean	Median	Range
Finance	30%	\$5,741	\$5,265	\$500 - \$11,000
Strategy	28%	\$5,405	\$5,000	\$200 - \$14,500
Marketing	16%	\$3,962	\$3,775	\$1,600 - \$12,000
Other	16%	\$4,390	\$3,750	\$758 - \$25,000
Management	3%	\$4,086	\$4,950	\$1,650 - \$5,830
Business Design	3%	\$3,925	\$4,000	\$2,500 - \$5,250
Operations	2%	\$4,724	\$4,400	\$2,220 - \$8,500
Technology	1%	\$4,990	\$4,990	\$4,480 - \$5,500
Lawyer / Legal Professional	1%	\$18,000	\$18,000	\$18,000 - \$18,000

**351** TOTAL STUDENTS

INTERNATIONAL STUDENTS **51%**

DOMESTIC STUDENTS **49%**

**34%** 118 WOMEN

**66%** 233 MEN

**26** JD/MBA

**5** MGA/MBA

**6** Skoll BASc/MBA

AVERAGE AGE

**27**

Range 22 - 39

AVERAGE YEARS WORK EXPERIENCE

**4.1**

Range 0 - 18

AVERAGE GMAT

**662**

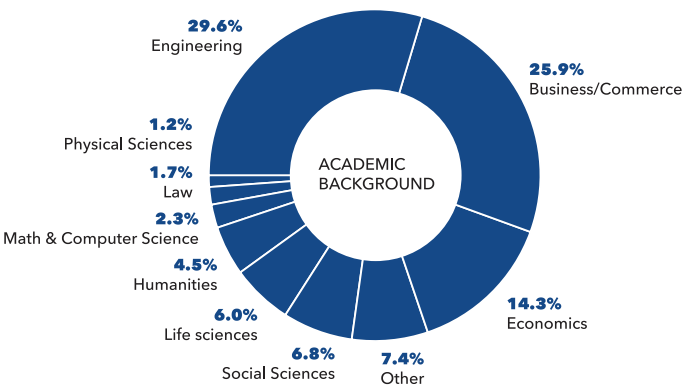
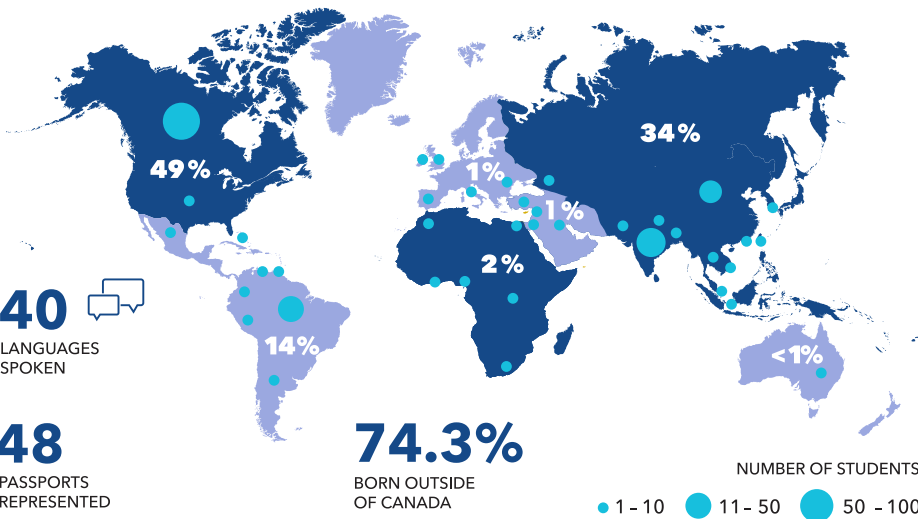
AVERAGE UNDERGRAD GPA

**3.4**

Range 1.7 - 4.0

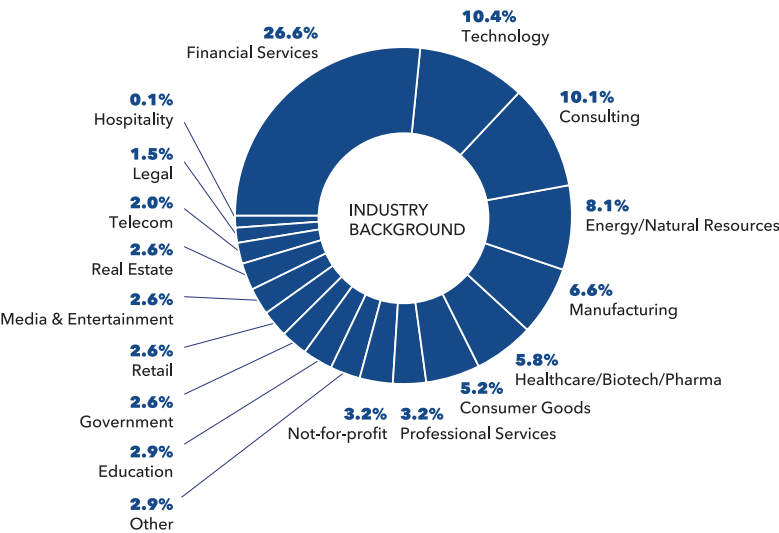
**38** NATIONALITIES\* REPRESENTED

\*Based on citizenship



**2** REACHING OUT MBA (ROMBA) FELLOWS

**19** FORTÉ FELLOWS



Statistics are based on 96% of the Full-Time MBA Class of 2018 representing internship employment. 95% of students reported seeking an internship.

Career Stories



How this manager delivers when it comes to beer and business

<b>Arohie Chopra, MBA '17</b>	On any given workday, <b>Arohie Chopra (MBA '17)</b> , a planning and performance manager, is making sure that operations at Labatt Breweries are running as smoothly as possible.
HOMETOWN Montreal, QC	
CURRENT ROLE Manager, Planning and Performance, Craft (recently promoted from Group Manager, Packaging) Labatt Breweries of Canada Montreal, QC	She's the best person for the job. Since joining the company, six months ago, she's worked within various departments and handled machinery malfunctions, supply issues and staffing shortages.
MBA INTERNSHIP Officer, Strategy and Analysis Canada Post Toronto, ON	"There are constantly unexpected challenges coming up," she says. "What makes my job so exciting is that there's no such thing as a typical day."
MBA ACTIVITIES President, Rotman Operations Management Association Social Director, Graduate Business Council	Perhaps the most surprising thing about Chopra's job is that it has turned out to be everything she was looking for, though she hadn't initially considered working in this industry or type of role. Looking back, given her background in engineering, as well as the knowledge and skills she's acquired through the Rotman School of Management, her current role is a perfect fit.
PRIOR ROLE Inside Sales Mobile Climate Control Toronto, ON	<b>From engineer to business professional</b>
PRIOR EDUCATION Bachelor of Mechanical Engineering Concordia University Montreal, QC	As a teenager, Chopra was fascinated by the mechanics of how things work and how to make things bigger and grander.
	Engineering was a perfect match for her interests. After earning a degree in mechanical engineering, she started working in the sales side of engineering. As she progressed further in this career, she found herself, again, wondering about how things worked and how to increase her impact.

“Don’t go into every conversation with the single purpose of finding a job. Instead, treat every exchange like a learning opportunity. At the same time, let the other person know what you’re capable of and how you can contribute.”

“I was doing interesting work, but I began thinking more and more about how the business world functioned,” she says. “I wanted to know more about how companies evolved, made decisions and conducted business globally.”

To get at some of the answers, she came to Rotman to complete the Full-Time MBA program. She knew the School’s faculty and prime location could give her the global perspective that she was seeking. And Chopra opted for classes in operations, management and strategy to complement her technical background.

Today, while on the job, she often draws on the lessons she picked up in the classroom.

“If we’re acquiring a new brewery or launching a new product, it goes beyond optimizing the production process,” she explains. “It’s about making sure that everyone in the organization understands why we’re making changes and how they will strengthen our position as a major beer manufacturer. That’s where those concepts about leadership and change management really come into play.”

How she got the job

When it comes to getting the career you want, it all comes down to networking, says Chopra. In her case, she made an effort to meet and connect with Rotman students, alumni and guest speakers during her MBA.

Her focus paid off. In her first year, she approached the CEO of Canada Post when he came to speak at the School. By putting herself on his radar and connecting with others at the corporation, she eventually landed a summer internship, the first of its kind, with the organization’s internal strategy team.

In addition, she introduced herself to a recruiter from Labatt at a School event that she helped organize as Rotman Operations Management Association president. This meeting helped her land her current role with the company.

The recruiter saw how Chopra’s strong technical background, management knowledge and quick thinking would make her the perfect person to troubleshoot problems and ensure that the brewery’s production lines could run smoothly. After a series of interviews, she earned a spot in the organization’s three-month rotational trainee program, was subsequently offered a position overseeing packaging operations at Labatt’s Montreal plant and promoted to her current role.

Ultimately, meaningful networking is a long-term investment, says Chopra.

“Don’t go into every conversation with the single purpose of finding a job. Instead, treat every exchange like a learning opportunity. See if there are insights you can learn,” she says. “At the same time, let the other person know what you’re capable of and how you can contribute.”



# Career Stories



## How one MBA '17 landed a job in the heart of banking

<b>Sourav Kumar, MBA '17</b>	<b>Sourav Kumar (MBA '17)</b> knows that the decisions he makes today will shape the future of finance in Canada and potentially around the world.
HOMETOWN Godda, India	
CURRENT ROLE Manager BMO Corporate Treasury Toronto, ON	Kumar is a member of the treasury team – often referred to the heart of a bank – at the Bank of Montreal (BMO). It's his job to balance the bank's funding needs, to make sure that there's a sufficient flow of funds coming into the bank so that it can continue to offer mortgages, lend cash to small businesses and support economic growth in general.
MBA INTERNSHIP Ontario Teachers' Pension Plan Toronto, ON	"It's humbling to know that I'm working at an institution that has been operating for more than 200 years," he says. "The decisions we make today will determine whether this bank will be around for another two centuries."
MBA ACTIVITIES Finance Scholar Participant, RBC Capital Markets, CIBC Investment Banking, BMO Stock Pitch Competitions	On a daily basis, he's forecasting the amount of funds the bank will need to acquire, meeting with dealers and researching which markets the bank might want to issue bonds in.
PRIOR ROLES Associate Nomura Structured Finance Services Mumbai, India Derivative Trader Futures First Info Services Pvt. Ltd Gurgaon, India	This role, and the fast pace of decision-making, research and creativity involved, was exactly what Kumar was looking for. And he credits his Rotman experience for helping him get here.
PRIOR EDUCATION Bachelor of Technology Indian Institute of Technology Madras	<b>Becoming a better investor</b>  Kumar came to Rotman with substantial training and prior experience working in finance. In addition to earning his CFA charter, he had worked at various trading desks in India, where he prepared pitch notes for investor meetings, structured and priced credit derivatives for investors, and provided high-level risk position commentaries for senior managers.

**“Learn as much as you can, network as much as possible and make sure that you put your name out there. Soon enough, the opportunities will present themselves.”**

Though he was already on a promising career track, he saw how taking time out to do an MBA could make him a better investor and help him advance.

“At the time, I was working with a lot of clients. I could see that strong interpersonal skills were crucial to becoming a better investor,” he says. “A business education could help me with that and strengthen my technical knowledge of finance.”

Completing his MBA at Rotman was a straightforward decision for Kumar, who aspired to study in a top school, located in a multicultural city, and with close ties to practitioners working in the industry.

Once classes began, he quickly got to work developing his soft skills. He competed, as a member of a student team, in various case and stock pitch competitions at the School. As a Rotman finance scholar, he spent his weekends tutoring Morning/Evening MBA students on key finance concepts.

His elective finance courses, particularly the How Banks Work class taught by Professor **Richard Nesbitt**, helped round out his finance knowledge.

“Before, I understood the different operational areas of finance. My courses at Rotman helped bring it all together for me,” he says. “Knowing how all the pieces fit together in banking distinguished me from other candidates during my job search.”

### How to get the job

What’s Kumar’s advice for getting the job you want after the MBA?

First, he says, refer to School’s **Career Centre**.

“If there’s a new opportunity or opening, the career coaches are the first to know,” he explains. “Every year, there are tons of new grads entering the job market and your coach can help make you stand out.”

He also credits the careers team in helping him to understand the culture and expectations in North American offices and to become a clearer communicator during interviews.

Second, he urges job seekers to start networking right away.

The circumstances leading to Kumar landing his current role came about through connections and good timing. He had reached out to a few of his current colleagues for networking purposes, months before a position opened up on the treasury team. By the time he walked into the interview, he already understood the culture and dynamics of the bank.

“Learn as much as you can, network as much as possible and make sure that you put your name out there,” he says. “Soon enough, the opportunities will present themselves.”

# Career Stories



## For this former pro athlete, blending sports, business and fun is all in a day's work

### Tyla Flexman, MBA '17

HOMETOWN  
Vancouver, BC

CURRENT ROLE  
Marketing Manager  
Global Partnerships  
Maple Leaf Sports & Entertainment  
Toronto, ON

MBA INTERNSHIP  
Global Partnerships  
Maple Leaf Sports & Entertainment  
Toronto, ON

MBA ACTIVITIES  
President, Rotman Sports Business Club

PRIOR ROLES  
Manager, Sport Partnerships and Programs  
Fortius Sport & Health  
Vancouver, BC

Senior Carded Athlete  
Field Hockey Canada  
Vancouver, BC

PRIOR EDUCATION  
Bachelor of Kinesiology  
University of British Columbia  
Vancouver, BC

How do you make sure that every Toronto game feels like a win for the fans, as well as for the team's corporate partners? It's not as easy as it looks and it requires coming up with fresh ideas for marketing campaigns, while maintaining a strong strategic focus.

As a manager with the global partnerships team at Maple Leaf Sports & Entertainment, **Tyla Flexman (MBA '17)** works with corporate partners to design campaigns that bring brand messages to life for fans.

"While our sports teams are working hard to win championships, my team is working on driving the organization and our partners forward," she explains. "I love how I get to work with top brands every day and create something that captures the passion of our fan base."

She scored this exciting position by networking, having a strong record in sports and showcasing her skills in management and strategic thinking, which she refined during her time at the Rotman School of Management.

**From the field to the classroom**

It seems like Flexman was always destined to work in sports.

As an undergraduate student, she balanced her studies at the University of British Columbia with an athletic career with the Canada's national women's field hockey team, an experience that took her to the 2010 Commonwealth Games and the 2011 Pan-American Games.

After retiring from professional sports in 2012, she moved into the business side of the industry and found work as a manager of partnerships and programs with a sports startup.

**"For anyone on the job hunt or trying to establish a career path, my advice is to be authentic and patient. No career is a straight line. It can be really hard to anticipate where you are going to end up. If you put your best foot forward, good things will happen."**

"I really enjoyed the work, but I realized that I needed a stronger foundation in business and management," she describes. "I knew that having an MBA would help me move up in the field and it would also give me options to pivot into any industry."

Armed with the knowledge that Rotman was a top business school – and with some encouragement from her sister **Jennifer Flexman (Morning MBA' 15)**, a recent grad – she pursued an MBA at the School.

Her experience as an MBA student helped her find ways to blend her background in sports with business best practices.

Notably, completing the **Leadership Development Lab** program gave her tangible advice on how to lead teams effectively. Another highlight of the program was serving as president of the Rotman Sports Business Club and hosting Toronto Raptors President and GM Masai Ujiri at the School for a talk on leadership. As well, her elective classes in strategy, leadership and innovation made her a well-rounded and competitive candidate on the job market.

### Going after and getting her dream job

When it came to landing her dream job, Flexman went back to her roots – and network – in sports. In her first year of the MBA, she connected with key contacts at Maple Leaf Sports & Entertainment and eventually secured a summer internship developing partnerships for the Raptors 905, an NBA G league basketball team based outside Toronto.

The stint turned into a full-time opportunity, after the MBA. Today, Flexman works with major Toronto teams – including the Maple Leafs, Raptors, Toronto Football Club and the Argonauts – and with partners across all industries, from consumer packaged goods companies to banks to retailers in developing innovative campaigns that appeal to fans.

Still, she doesn't feel too far removed from Rotman.

"The job is very similar to business school, because every day is like working on a different case study," she says.

Having just accepted a seat on the board of directors for Field Hockey Canada, she plans to return to Rotman to complete an Executive Program on **Not For Profit Governance Essentials**. As an alumna, she feels she plays an important role in supporting current students. She returned to the School for the MBA Class of 2019 program kickoff to speak and offer some encouragement to prospective students.

"For anyone on the job hunt or trying to establish a career path, my advice is to be authentic and patient," she says. "No career is a straight line. It can be really hard to anticipate where you are going to end up. If you put your best foot forward, good things will happen."



# Flexible Internship Program

Employers have year-round access to talent with our Flexible Internship Program (FIP). This is a government-recognized cooperative education program. Employers in Ontario who hire students through FIP may be eligible for the co-op tax credit of up to \$3000.

## RECRUIT YEAR-AROUND IN THREE WORK TERMS

Employers may hire students for internships or co-op positions year-round during any of the following work terms:



“The skills I developed during my first year at Rotman were key to achieving sound results during my internship, and helped me in creating a lasting impact in the organization. I had the ability to understand and communicate with internal and external stakeholders, and thus I was entrusted with developing a new marketing channel that the company was pursuing, that I ultimately built into the fastest growing source of new customers.”

### Montserrat Zarama, MBA ‘18

INTERNSHIP  
Marketing Co-op  
Hello Fresh



## EMPLOYER PERSPECTIVE

“Rotman interns deliver excellence in business development, leadership capability, and innovative ingenuity that consistently advances our corporate strategy and operational effectiveness beyond our expectations. The caliber of Rotman interns is outstanding and we are pleased to support their internship program.”

### Judy MacDougall

Senior Manager, Organizational Development  
Bridgepoint, Sinai Health System

# Internships at Rotman



### Adam Lambros, MBA ‘18

INTERNSHIP  
Development Associate Intern  
Bird Capital Limited



### Shannon Ma, MBA ‘18

INTERNSHIP  
Credit Risk Analysis  
RBC Financial Group



### Carlos Valera, MBA ‘18

INTERNSHIP  
Corporate Banking Associate  
TD Securities



### Daniel Otero, MBA ‘18

INTERNSHIP  
Associate Brand Manager  
McCain Foods Canada



### Juliana Luque Cala, MBA ‘18

INTERNSHIP  
Organizational Change  
Management Analyst  
Royal Bank of Canada



### Seghen Woldai, MBA ‘18

INTERNSHIP  
Senior Consultant  
KPMG



# Corporate Partnership Opportunities



## ENGAGE WITH ROTMAN

### Capstone Course

This unique course partners with your company in collaboration with Rotman students to solve a real life problem that your company is currently facing. Over the six weeks of the course, teams of MBA students will perform a rigorous analysis of data provided by your company using Rotman’s model-based approach to problem solving, and present their findings and recommendations to your senior management team.

### Career Education

Every Rotman MBA student participates in a variety of careers workshops, interview preparation activities and industry events designed to prepare MBAs for navigating their individual career journey. Sponsorship opportunities are available to build your corporate presence and engage students by providing expert presenters and panelists.

### Industry Clubs

Explore the many partnership opportunities with our student-run industry clubs through networking events, case competitions, industry guest speakers, and other sponsorship opportunities.

### Information Sessions (on campus or online)

Host an information session to introduce students to your firm’s culture and career paths for MBAs, and connect with your recruiters. We offer range of venues suitable for large or small events. AV, video conferencing, and event catering options are also available to suit your needs.

### Networking Breakfasts and Coffee Chats

Industry professionals are invited to connect with our students and other industry peers to share career insights and exchange opportunities during our networking breakfast events and small group coffee chats.

### Office Hours

Employers may book rooms at Rotman to meet in small groups or one-on-one with students to share company and career information. Room bookings are complimentary

### Corporate Roundtables

Corporate recruiters are invited to visit Rotman and meet our MBA Career Centre team. Sharing industry, company, or program insights and hiring preferences with our student career coaches will result in prepared interview candidates for your recruiters.

### Site Visits

Host a group of students at your location as a convenient alternative to on campus visits. Typical visits include a company presentation, a tour of your facilities, and a mix and mingle.

# Recruit at Rotman

## HOW TO CONNECT WITH OUR STUDENTS

### Résumé Books

Get private access to the résumés of our graduating class and current students to screen candidates for invitations to company recruiting events or interviews. You can log in to our recruitment system to view our online student résumé directory (searchable by keyword, previous experience, and career interests), or email [mbacareers@rotman.utoronto.ca](mailto:mbacareers@rotman.utoronto.ca) to request a customized résumé book.

### Job Postings

If you are hiring for full-time, contract, or summer internships, email your job descriptions in a Word document, including deadline and application documents required, to [mbacareers@rotman.utoronto.ca](mailto:mbacareers@rotman.utoronto.ca), or sign up for our private employer recruitment system to post your opportunity to our current students and recent graduates.

### Confidential Search

We will help you identify qualified candidates based on your search criteria within 48 hours.

### Interviews

We will contact short-listed students and set up an interview schedule for you at your office or in our dedicated interview rooms.

ROTMAN MBA TALENT	RECENT GRADUATES	INTERNS / PROJECTS	EXPERIENCED HIRES
<b>Profile</b>	<ul style="list-style-type: none"><li>• Graduating Students</li><li>• Avg 4.5 years of work experience</li><li>• 2 years of MBA education</li><li>• 1 internship</li></ul>	<ul style="list-style-type: none"><li>• Current Students</li><li>• Avg 3-4 years of work experience</li><li>• 1 year of MBA education</li></ul>	<ul style="list-style-type: none"><li>• 14,000 Rotman MBA alumni</li><li>• 7+ years of experience</li><li>• Working professionals</li></ul>
<b>Recruiting Timeline</b>	September onwards	November onwards	Year-round
<b>Availability for Work</b>	May of graduating year	Summer (May – Aug), Fall (Sept – Dec), or Winter (Jan – April)	Immediate

## SAMPLE ROLES OR INTERNSHIP PROJECTS

- Build and maintain financial models in support of live and proposed transactions, or to determine the best strategy for refinancing debt
- Perform enterprise-wide risk assessment to identify various types and levels of risk exposure
- Develop social media strategy, interpret analytics, and implement best practices to maximize engagement and reach, and drive traffic in digital marketing campaigns
- Model outsourcing options for the business unit or department to identify cost savings or operational efficiencies
- Execute customer research and segmentation to derive key insights, develop sales strategy (structure and size), and project revenues

## EMPLOYER PERSPECTIVE

“The flexibility of the Rotman MBA combined with the quality of the candidates and the relationships forged with the administration is very powerful for our organization. With a focus on talent pipelines for all of our business areas, we have come to rely on the FIP to be able to put the best candidates into roles that best promote leadership development and align with our business needs. This makes us a more attractive employer as we can offer more tailored opportunities.”

### Michael Shelsen

Global Director, Campus Recruitment and Talent Development  
Scotiabank

# Recruitment at Rotman

SOURCE OF FULL-TIME EMPLOYMENT FOR CLASS OF 2017 as of September 20, 2017

Job Source	Number of students	% of Class
Internship conversion	65	23.5%
Rotman Facilitated: Job postings (through Career Centre)	41	14.7%
Rotman Facilitated: Personal network	37	13.5%
Other	24	8.7%
Rotman Facilitated: Contacted directly	24	8.7%
Rotman Facilitated: Job boards	23	8.4%
Rotman Facilitated: Career Services	17	6.3%
Rotman Facilitated: Interviews through on-campus recruiting	17	6.2%
Prior Employer	8	3.0%
Rotman Facilitated: School sponsored events	6	2.3%
Rotman Facilitated: Resume database and referrals	4	1.6%
Rotman Facilitated: Alumni	4	1.5%
Rotman Facilitated: Faculty	3	1.1%
Rotman Facilitated: Student referral	1	0.5%
Total	274	100%

SOURCE OF INTERNSHIPS FOR CLASS OF 2018 as of January 26, 2018

Job Source	Number of students	% of Class
Rotman Facilitated: Job postings (through Career Centre)	140	47.0%
Rotman Facilitated: Career Services	34	11.4%
Rotman Facilitated: Contacted directly	30	10.1%
Rotman Facilitated: Personal network	28	9.4%
Other	23	7.6%
Rotman Facilitated: Interviews through on-campus recruiting	20	6.6%
Rotman Facilitated: Job boards	8	2.7%
Rotman Facilitated: School sponsored events	6	2.0%
Prior Employer	5	1.7%
Rotman Facilitated: Faculty	2	0.7%
Rotman Facilitated: Student referral	1	0.4%
Rotman Facilitated: Alumni	1	0.4%
Total	298	100%

INTERNSHIPS POSTED as of January 26, 2018

Class of 2018	Jobs Posted	%
Summer internships	388	57.4%
Fall internships	175	25.8%
Winter internships	115	16.8%
Total	678	100%

FULL-TIME JOBS POSTED as of August 31, 2017

Class of 2017	Jobs posted
Full-time employment	407

# Companies Hiring

from Rotman in 2017

The companies listed below hired Rotman MBAs from the **Class of 2017** (for full-time employment) and from the **Class of 2018** (for internships) in 2017.

## A

A Berger Precision  
A.T. Kearney (Canada)  
Acasta Capital  
Accelerate Learning  
Accenture  
Acerta Analytics Solutions  
Addenda Capital  
AIM Group Canada  
Air Canada  
Aird & Berlis LLP  
AirGenuity Canada  
AlarmForce Canada  
Alberta Investment Management Corporation  
Allied Properties REIT  
AltaCorp Capital  
Amazon.com  
American Express Canada  
Analysis Group  
AnyCard  
Aphria  
Apotex  
Apple  
ATB Financial  
Audi

## B

B2B Bank  
Bain & Company  
Bank of America Merrill Lynch  
Bank of Canada  
Bank of Montreal  
Banyan Software  
Barclays Capital  
BASF  
Bayer  
BDO  
The Beer Store  
Behavioural Economics in Action at Rotman (BEAR)  
Bell Canada Enterprises  
Belleville Senators Hockey Club  
Bennett Jones LLP  
Best Buy Canada  
Beyond Marketing Group  
Bioscript Solutions  
Bird Capital  
Blackberry  
Blake, Cassels & Graydon LLP  
Bluechip Leasing  
BMO Financial Group  
BNP Paribas  
Bombardier  
Borden Ladner Gervais LLP BLG  
Boston Consulting Group  
Boxx Insurance  
BP  
Brandes Investment Partners  
British Columbia Investment Management Corporation  
Brookfield Financial  
Brookfield Renewable Energy Group  
Burgundy Asset Management

## C

C&C Group  
Cadillac Fairview  
CAE  
Calistix Capital  
Canada Mortgage and Housing Corporation (CMHC)  
Canada Post  
Canadian Coalition for Good Governance (CCGG)  
Canadian Olympic Committee  
Canadian Professional Sales Association  
Canadian Tire  
Canadian Western Bank  
Cancer Care Ontario  
Canerector  
CanFirst Capital Management  
Canopy Growth  
Capital One (Canada)  
Carpedia International  
CBRE  
CBRE Global Workplace Solutions  
CentreCourt Developments Inc.  
Ceridian Talent Acquisition Practice  
CGI  
CIBC  
Cinchy  
City of Toronto  
CJ Logistics  
Coca-Cola Company  
Cognizant Canada  
Colgate-Palmolive Canada  
Colliers International  
Colour  
Common Wealth  
Constellation Brands  
Continuum Innovation  
Convergence  
Cookhouse Lab  
CoPower  
The Core Companies  
CPP Investment Board  
Creative Destruction Lab  
Credit Suisse  
Cuso International  
CWB (Canadian Western Bank) Maxium

## D

Daggerwing Group  
Dancap Family Investment Office  
David Schaeffer Engineering  
DB Schenker  
DBRS Limited  
Deep Genomics  
DeepLearning Financial Technologies  
Delivery Unit  
Delmanor  
Deloitte  
Design Impact Group  
Designworks  
Desjardins Capital Markets  
Desjardins Securities  
Deutsche Bank  
Diabetes Canada  
Diem Pouch  
Dimensional Fund Advisors

Direct Energy  
Doblin (Monitor Deloitte)  
Dover Corporation

## E

eBay Canada  
eCaminion Inc  
Ecobee  
Edenshaw Management  
Edgewood Health Network  
Eight Capital  
Eli Lilly Asia  
EllisDon Corporation  
Emerging Enterprises  
Empire Communities  
Entrepreneurship Hatchery  
Environmental Defense Fund  
Ernst & Young LLP (Canada)  
European Bank for Reconstruction and Development (EBRD)  
Everest Group  
Ewing Morris  
Excelian  
Export Development Canada (EDC)  
Extract Capital  
ExxonMobil  
EY

## F

Fasken Martineau  
Fastvenues  
FedEx Express Canada  
Fenix Group International  
Fidelity Investments  
Fintros  
Fio Corporation  
First National  
Ford Motor Company of Canada  
Founders Canada  
Four Seasons Hotels and Resorts (Canada)

## G

Galbratar  
Gartner  
General Electric  
General Mills Canada Corporation  
General Motors  
Getinge  
GlaxoSmithKline  
GLH Asset Management  
GMP Securities  
Golden Spruce Capital  
Goldenwise Capital Management  
Goldratt Consulting  
Google  
Government of Canada  
Grand Challenges Canada  
Great Wall Securities  
Groundlayer Capital  
Gulifoyle Financial

# Companies Hiring

## from Rotman in 2017

The companies listed below hired Rotman MBAs from the **Class of 2017** (for full-time employment) and from the **Class of 2018** (for internships) in 2017.

**H**  
Health Quality Ontario  
HelloFresh  
Hershey Company  
Hilti  
Hines  
Hockey Canada  
The Hospital for Sick Children  
HSBC  
HSBC Bank Canada  
Hudson Bay Company  
Humi HR  
Hydro One Networks

**I**  
IBM  
Idea Couture  
Impact Consulting Group  
Imperial Oil  
Imperial Tobacco  
IMS Health Brogan  
Industrial and Commercial Bank of China Limited, Dubai (DIFC) Branch  
Influitive  
Infor  
Infosys  
Info-Tech Research Group  
Infrastructure Ontario  
Ingram Micro  
InMotion Ventures  
The Inside Bid  
Inspectech Analygas Group  
Instaryde  
Intentional Capital  
Interward Asset Management  
Invictus Analytics and Strategy  
Iponic  
iprice group  
Istuary  
Istuary Capital  
Ivorycapital

**J**  
Jabil Circuit  
Jackman  
Jamieson Laboratories  
Jarislowsky Fraser Limited  
JCM Capital  
JLL  
Johnson & Johnson Family of Companies

**K**  
KCB Group  
Kensington Health  
Kepler Communications  
Kilberry  
KingSett Capital  
Kinross Gold Corporation  
Klick Health  
Knixwear  
KPMG  
Kraft Heinz Company  
KWE Tec

**L**  
Labatt Breweries - Anheuser-Busch InBev  
Lambton Conveyor  
Lazard  
LBC Capital  
League  
Lee Hecht Harrison Knightsbridge  
Lifelabs

**M**  
Macquarie Capital  
Maine Pointe  
Manitou Investment Management  
Manulife Financial  
Maple Leaf Sports & Entertainment (MLSE)  
The Marquee Group  
Mars Canada  
MaRS Discovery District  
Mastercard Advisors  
Match Marketing Group  
Mattamy Homes  
Mawer Investment Management  
McCain Foods Limited  
McCarthy Tetrault LLP  
McDonald's Restaurants of Canada  
McKinsey & Company  
MD Financial Management  
MDA Corporation  
Medcan Clinic  
Mediflow  
Mercer  
Mercuria Energy  
Meridian Credit Union  
Metroland Media  
Mettrum  
Microsoft  
Miller Group  
Ministry of Economic Development and Growth  
Ministry of Government and Consumer Services  
Ministry of Health and Long Term Care  
Molson Coors Canada  
The Moment  
Mondelez International (Canada)  
Montreal Alouettes  
The Moresby Group  
Morgan Stanley (Canada)  
Mother Parkers Tea & Coffee  
Mount Sinai Hospital  
Ms. Madeleine Cauchon  
MSCI

**N**  
National Bank Financial  
NEI Investments  
Nestle Canada  
New Solutions ApS  
neXgen® Group  
NextAI  
NeXus Consulting Group  
Nielsen  
Nix Sensor Limited  
North Atlantic Refining  
Northbridge Investment Management

Northeastern Securities  
Nuco  
NYC Law Firm

**O**  
Oak Hill Advisors  
OMERS  
On Target Real Estate Research  
Ontario Bioscience Innovation Organization  
Ontario Global 100  
Ontario Institute for Cancer Research  
Ontario Ministry of Energy  
Ontario Ministry of Health and Long-Term Care  
Ontario Ministry of Research, Innovation and Science  
Ontario Pension Board (OPB)  
Ontario Power Generation  
Ontario Public Service  
Ontario Renal Network  
Ontario Teachers' Pension Plan Board  
OP Trust  
Opalux  
Open Capital Advisors  
Osler, Hoskin & Harcourt LLP  
Oxford Properties Group

**P**  
Pacific Investment Management Company (PIMCO) LLC  
Pala Investments Limited  
Paradigm Capital  
Parallel49 Equity  
Paul, Weiss, Rifkind, Wharton & Garrison LLP  
PayPal Canada  
Paytm  
PepsiCo Canada  
Percy Ellis  
Pfizer Canada  
Polar Asset Management Partners  
Portland Holdings  
Potentia Renewables  
PricewaterhouseCoopers LLP  
Procter & Gamble  
Prodigy Finance  
Proskauer Rose LLP  
Prosper Canada  
PSD+G Strategy Group  
PSP Investments  
Pueblo Science  
PUSH  
PW Portfolio Analytics (PWPA)  
PwC

**Q**  
Qoints  
Quandl  
QuintilesIMS  
Qvella  
Qvella Corporation

**R**  
Raymond James  
RBC Financial Group  
Reckitt Benckiser  
Red Mobile  
Reformulary Group  
Reliance Comfort Limited Partnership  
Renfro Canada  
Responsible Investment Association  
Restaurant Brands International  
Revera  
Right to Play International  
Rio Tinto  
The Riverdale Hub  
RM Sotheby's  
Rogers Communications  
Rotman DesignWorks  
Rotman School of Management  
Royal Bank of Canada (RBC)  
RSA Group  
Russell Reynolds Associates

**S**  
S&E Sponsorship Group  
Saint Elizabeth Health Care  
Salesforce.com  
SAS Canada  
Satov Consultants  
Scarborough and Rouge Hospital  
Scarborough Convention Centre  
Schneider Electric  
Scotiabank  
Scarborough Hospital  
Setter Capital  
Shawcor  
Shift Health  
Sick Kids Hospital  
Siemens Canada  
Sino-Canada International Innovation Centre  
Sionna Investment Managers  
SkyPower Limited  
Snappy Innovation  
Société Générale Capital Canada  
Soneil International  
Sopexa Canada  
Specialisterne Canada  
SportBox Entertainment Group  
Sprucegrove Investment Management  
St. Joseph's Health Centre  
StackAdapt  
Standard Chartered  
Start-up Venture in Toronto  
Stikeman Elliott LLP  
Strategic Insight  
Sullivan & Cromwell LLP  
Sun Life Financial  
Sustainalytics  
SYPartners

**T**  
The T1 Agency  
Taplytics Inc.  
The Tapscott Group  
Target Corporation  
TD Bank  
TELUS  
TeraGo Networks  
Thomson Reuters  
Thornhill Medical  
ThoughtWire Corp  
Tim Hortons  
Times Group  
Toronto Central Local Health Integration Network  
Toronto Sport & Social Club  
Toronto Transit Commission  
Traction on Demand  
Transatlantic Business Consulting  
TransUnion  
Travel Leaders  
TribalScale  
Tridel  
Trident Consulting

**U**  
United Rentals  
United Way of Peel  
Unitron US  
University Health Network  
University of Toronto  
University of Toronto Entrepreneurship

**V**  
Validere  
Vanguard  
Vemba  
Venture For Canada  
Vision Critical  
Volaris Group  
Volkswagen Group Canada

**W**  
Walmart Canada Corp.  
Walter Surface Technologies  
Wasserman Media Group  
Waterton Global Resource Management  
Wells Fargo Canada  
William Osler Health System  
Workplace Safety & Insurance Board  
WSP Canada

**Y**  
Yahoo  
Yatrib Capital  
Yorkville Fashion Group

**Z**  
Zahra Properties  
ZS Associates

**#**  
17 Triggers



# Connect with the Rotman Career Centre

Get access to the largest, brightest, and most diverse MBA talent pool in Canada to hire for year-round flexible internships, short-term projects, or full-time opportunities.

## BUSINESS DEVELOPMENT TEAM



**Sischa Maharaj**  
Associate Director,  
Client Relations  
and Business  
Development



**Kelly Heggie**  
Industry Advisor  
Canadian Banks,  
Payment Cards



**Gil Panuncialman**  
Industry Advisor  
Consulting  
Government



**Ryan Mckee**  
Industry Advisor  
Financial Services,  
Energy (Oil, Gas &  
Mining), Real Estate



**James Kiszyk**  
Industry Advisor  
Consumer Goods &  
Retail, Sports, Media  
& Entertainment,  
Manufacturing



**Jessica Yu**  
Industry Advisor,  
Technology,  
Telecom, Healthcare



**Arwa Showbeg**  
Coordinator,  
Career Events



**Simone Richard**  
Student/Corporate  
Liaison

## CAREER EDUCATION AND COACHING



**Maria Parente**  
Associate Director  
Career Education  
& Coaching



**Katie Armstrong**  
Career Coach  
Marketing, Sales  
and Business Design



**Robyn Behlke**  
Career Coach  
Consulting and  
Finance



**Cindy Chong**  
Career Coach  
Finance



**Laura Humphries**  
Career Coach  
Finance



**Beti Ivanov**  
Career Coach  
Consulting, Operations  
and Technology



**Rob Woon-Fat**  
Career Coach  
JDs, HR,  
Entrepreneurs



**Ayesha Khan**  
Career Coach  
Consulting/Strategy &  
General Management



Our Rotman Career Centre is a team of dedicated and experienced career professionals driven by one overarching goal: to support all Full-Time MBA students in fulfilling their career objectives.

Located in the heart of downtown Toronto, just blocks from Canada’s business and financial centre, the Rotman School is ideally positioned to help employers connect with top students.

For more information on our employer opportunities, please contact the Career Centre:

### ROTMAN CAREER CENTRE

[mbacareers@rotman.utoronto.ca](mailto:mbacareers@rotman.utoronto.ca)  
416.946.7953  
[www.rotman.utoronto.ca/Connect/Recruit](http://www.rotman.utoronto.ca/Connect/Recruit)

For questions about the Full-Time MBA program, please contact our R&A team:

### ROTMAN RECRUITMENT & ADMISSIONS

[mba@rotman.utoronto.ca](mailto:mba@rotman.utoronto.ca)  
416.946.8463  
[www.rotman.utoronto.ca/MBA](http://www.rotman.utoronto.ca/MBA)

### EMPLOYER PERSPECTIVE

“Partnering with the Rotman MBA program to recruit talent has been a great experience. The program has benefitted us through the additional support to teams and has allowed us to experience a fresh perspectives on our business, strategies and plans.”

### Jasdeep Grewal

Finance Manager, Pricing & Business Analysis  
FedEx Express Canada



Rotman School of Management  
UNIVERSITY OF TORONTO

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## **HOW TO INTERPRET OUR STATISTICS**

### **Reporting Standards**

The Rotman Career Centre is a member of the MBA Career Services and Employer Alliance (MBA CSEA). The MBA CSEA together with GMAC, the organization that administers the GMAT test among other programs, set out guidelines for reporting employment, salary, and other related statistics. These guidelines establish the standards for reporting statistics to rankings as well as the MBA CSEA itself.

### **Salary Statistics**

In addition to looking at the average for salary compensation, it is important to note the median (midpoint) and range since these data points provide a broader view to how the salaries are distributed for the class. A small number of students receiving high salary offers can skew the average up while some that receive lower salary offers can skew the average down. We report in local dollars and foreign salaries are converted at the going exchange rate. Please note that exchange rate conversions are not reflective of the cost of living and wage profiles where the students are employed.

### **Employment Rate**

The employment rate is the percentage of students in the Full-Time MBA class with accepted offers of employment, based on the number of students reporting back and actively looking for work.

**Rotman**